

**PAY DIFFERENTIAL 248**  
**STAFF PERSONNEL PROGRAM ANALYST RECRUITMENT AND RETENTION**  
**DIFFERENTIAL – EXCLUDED EMPLOYEES**

Established: 01/01/02

<b>CLASS TITLE</b>	<b>CLASS CODE</b>	<b>CB/ID</b>	<b>RATE</b>	<b>EARNINGS ID</b>	<b>DEPARTMENT</b>
Staff Personnel Program Analyst	5313	E98	5%	8K66	Department of Personnel Administration

<b>RATE</b>
5% of current salary based on the criteria specified below.

<b>CRITERIA</b>
<ul style="list-style-type: none"> <li>Employee is responsible for a multiple-department classification and pay operations assignment and/or the development of personnel management programs and policies.</li> <li>or</li> <li>Employee's duties include staff support for one or more bargaining units including research, development, and presentation of management proposals in support of the collective bargaining process.</li> <li>and</li> <li>Employee has been at the maximum of the salary rate for 12 qualifying pay periods and is recommended by the appointing authority.</li> </ul>

<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No
IDL	Yes
EIDL	N/A
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No